
NORDEUS
TOP ELEVEN'S SECRET TO CREATING A HIGH-PERFORMING PRODUCT TEAM
Aleksandar Aleksić



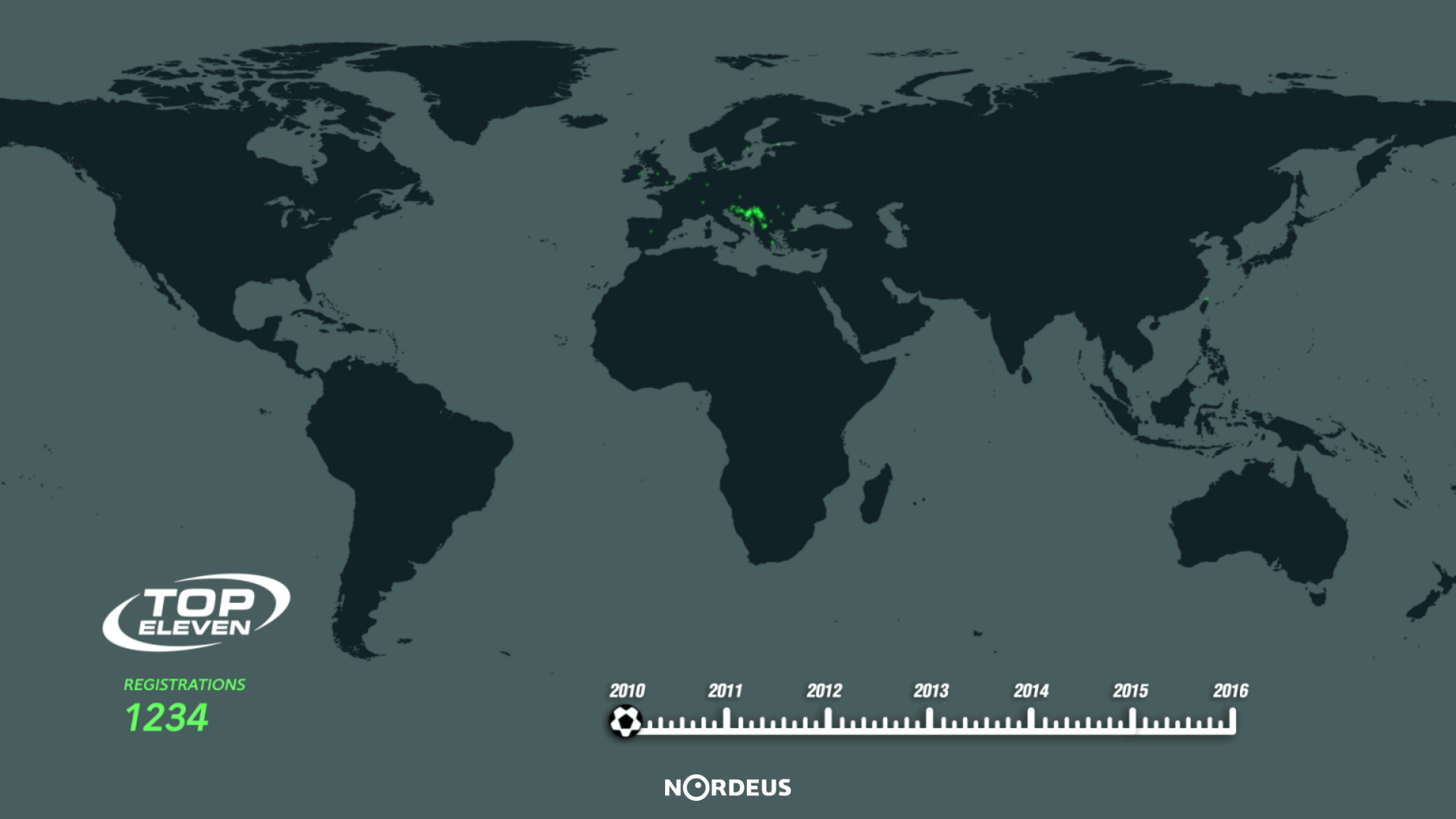
NORDEUS

Belgrade - based
with offices in London
& Dublin

Open + Dynamic +
Collaborative =
Culture

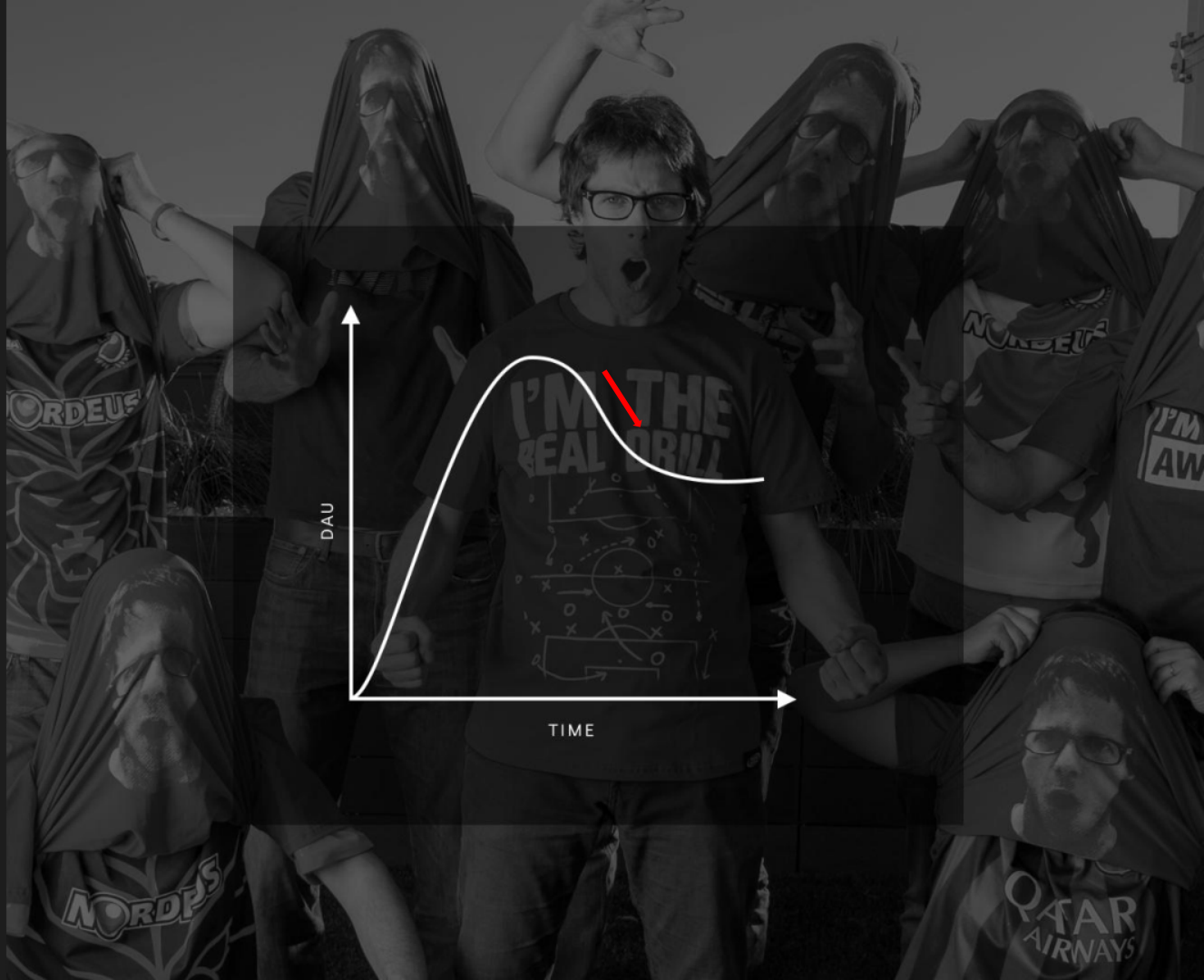

THE SQUAD
Est. 2015
TOP ELEVEN 2015
JACK&JONES


TOP
ELEVEN


TOP ELEVEN
REGISTRATIONS
1234
2010
2011
2012
2013
2014
2015
2016
NORDEUS

TOP ELEVEN

LIFE OF THE GAME




TOP ELEVEN 2015
NEW VS OLD
SQUAD
HOME
GROUND
SPECIAL ABILITY
ASSOCIATIONS
JOIN NOW!
NORDEUS



HONEYMOON

PASSION.
DESIRE.
HISTORY.


VISION OF A
TEAM
NORDEUS

PRINCIPLE 1

PASSION

PRINCIPLE 2

DESIRE

PRINCIPLE 3

HISTORY



TOOLS

MARKET OF SKILLS

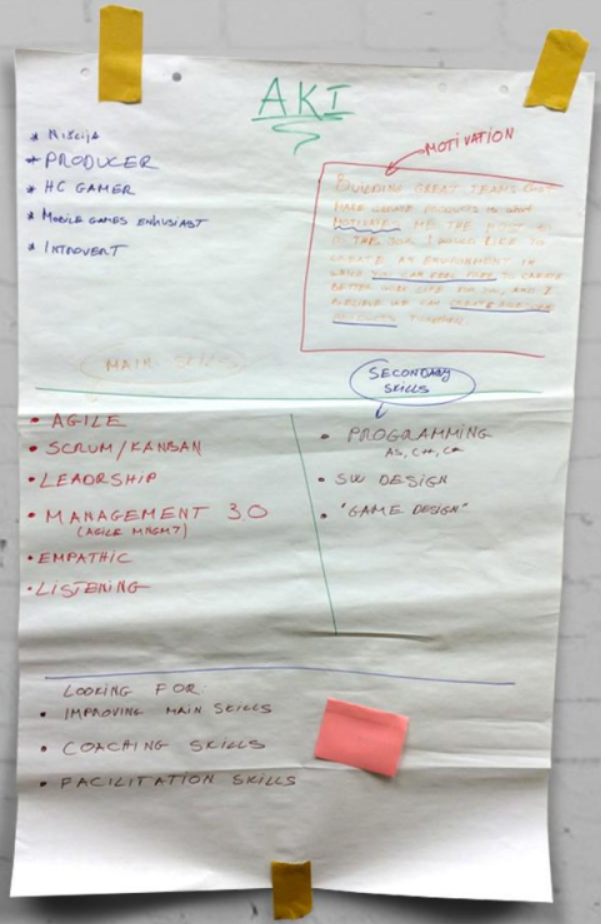




HONEYMOON

MARKET OF SKILLS

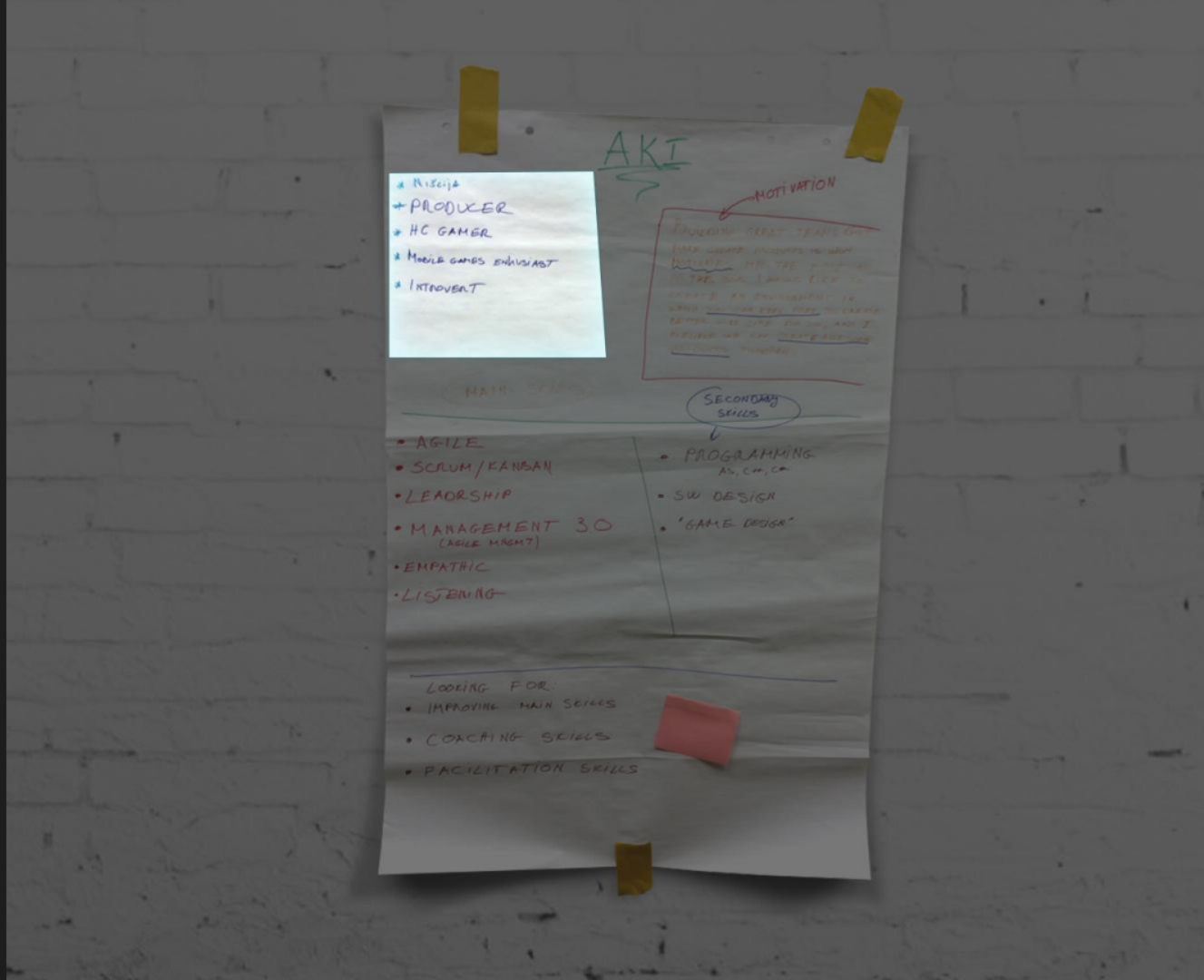
Team
Bonding



HONEYMOON

MARKET OF SKILLS

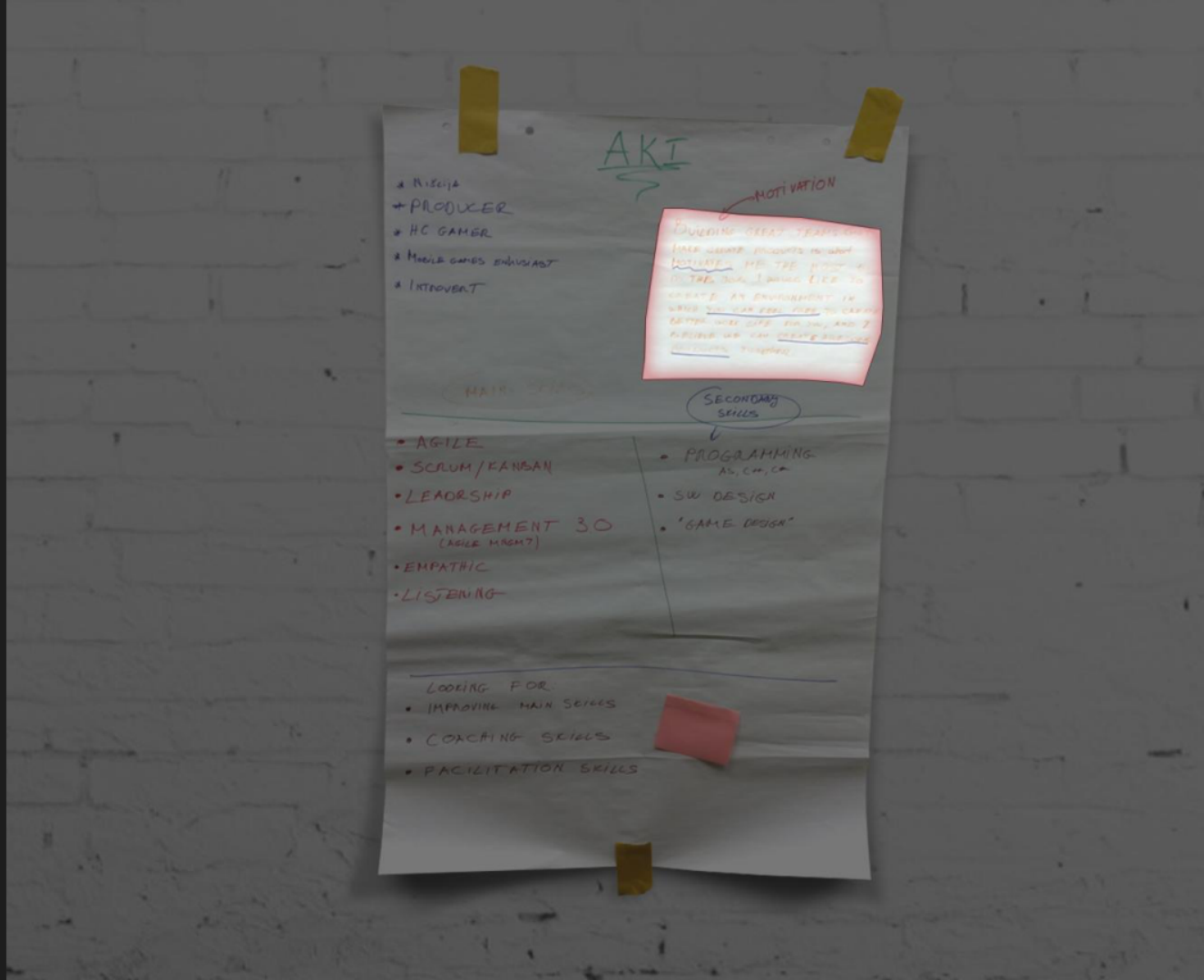
Team
Bonding



HONEYMOON

MARKET OF SKILLS

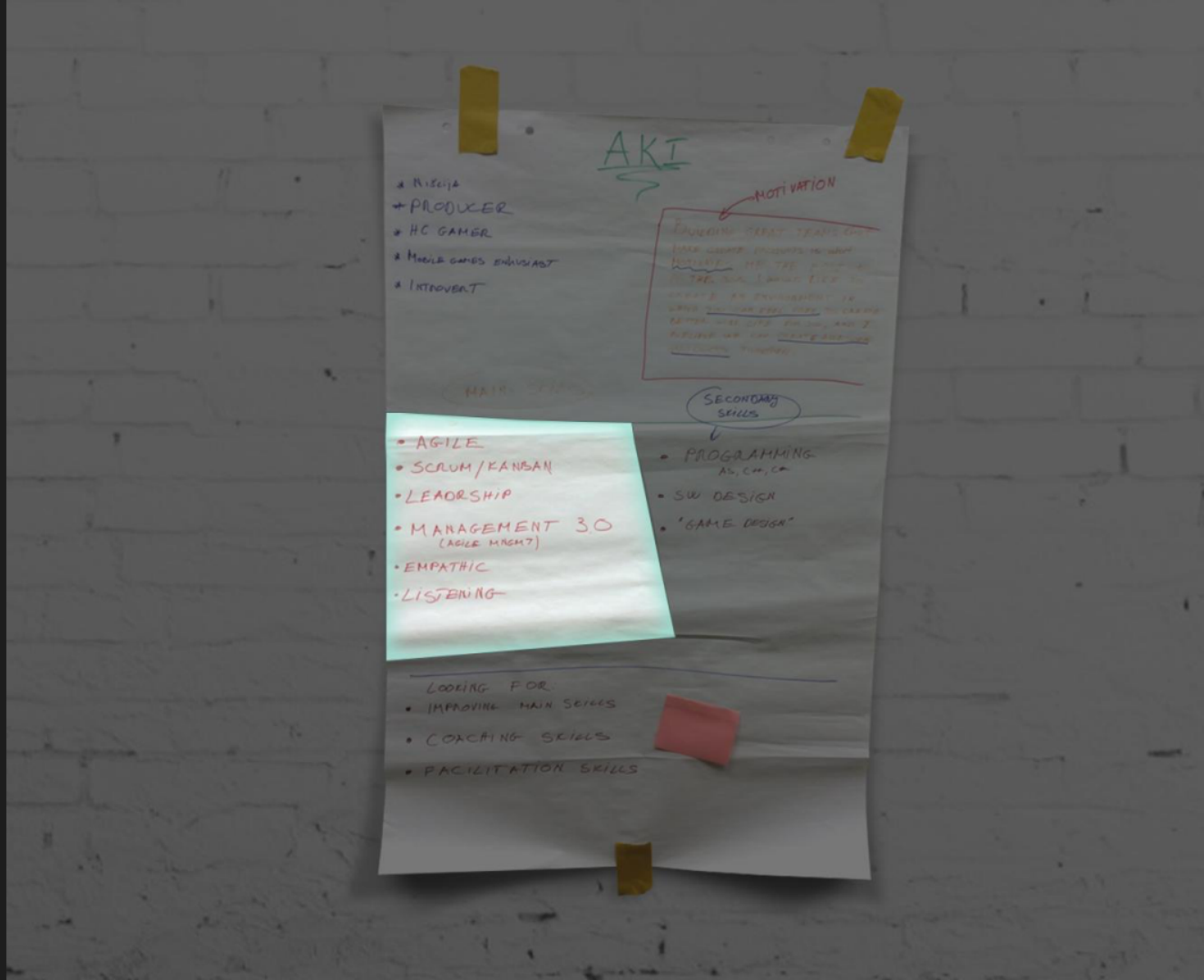
Team
Bonding



HONEYMOON

MARKET OF SKILLS

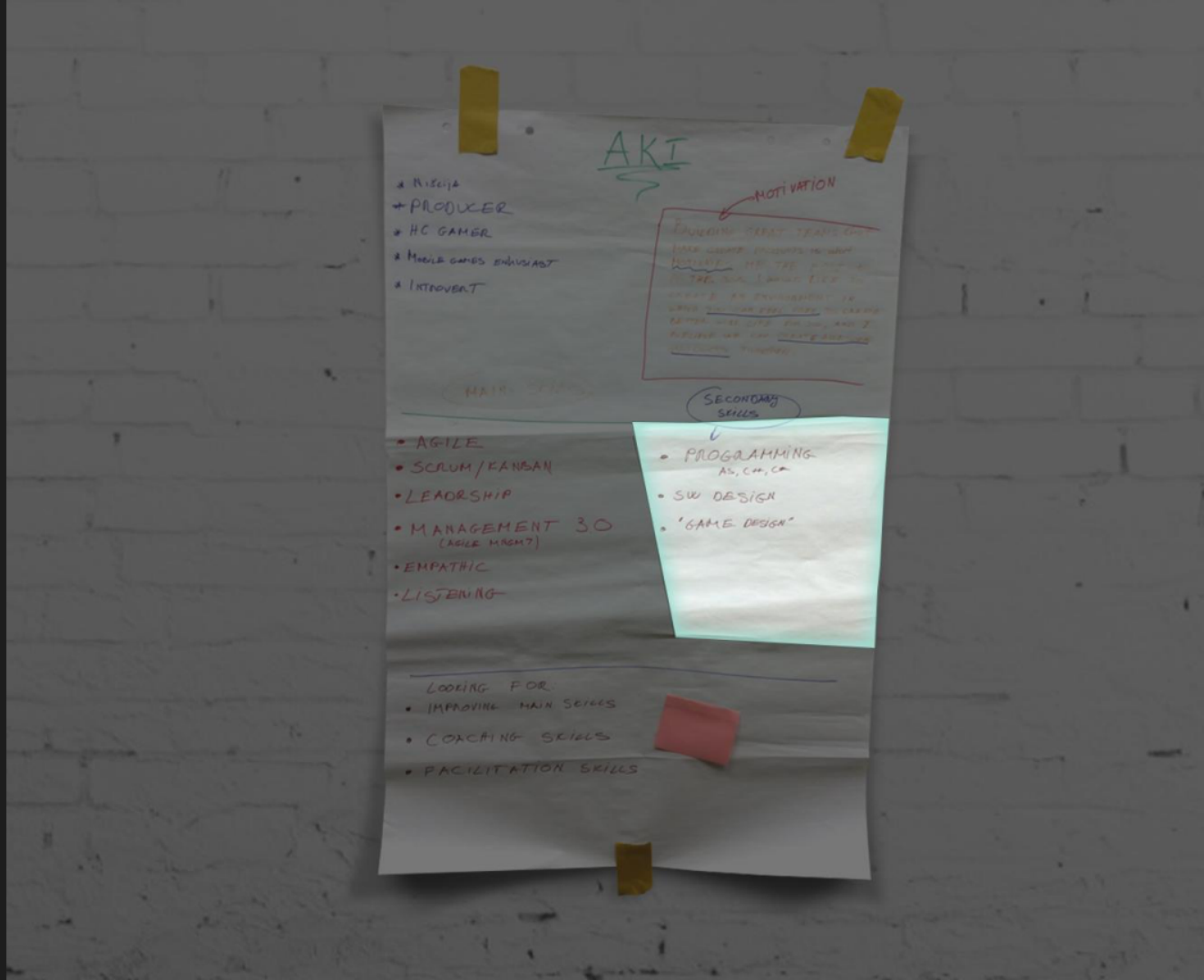
Team
Bonding



HONEYMOON

MARKET OF SKILLS

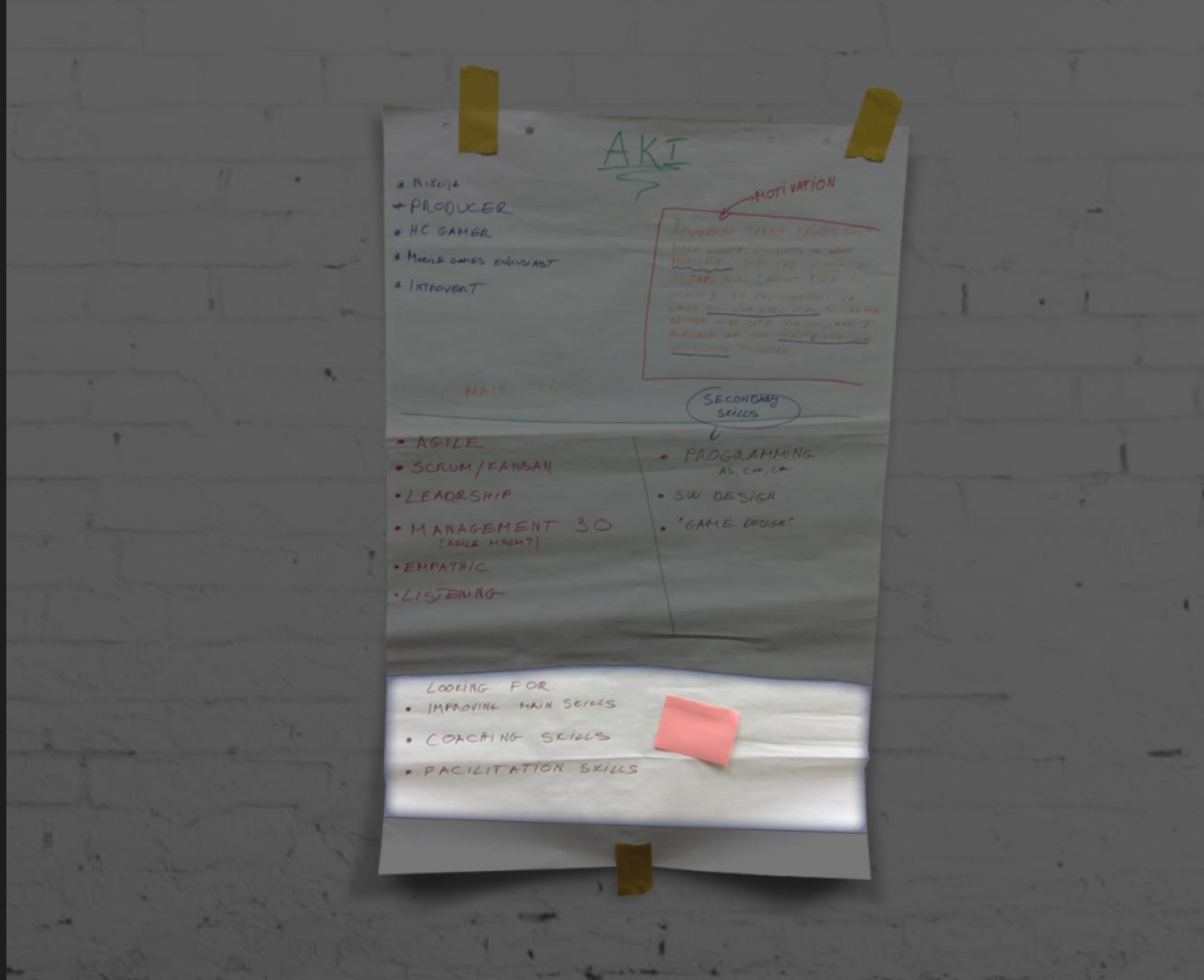
Team
Bonding



HONEYMOON

MARKET OF SKILLS

Team
Bonding



MARKET OF SKILLS

Team
Bonding



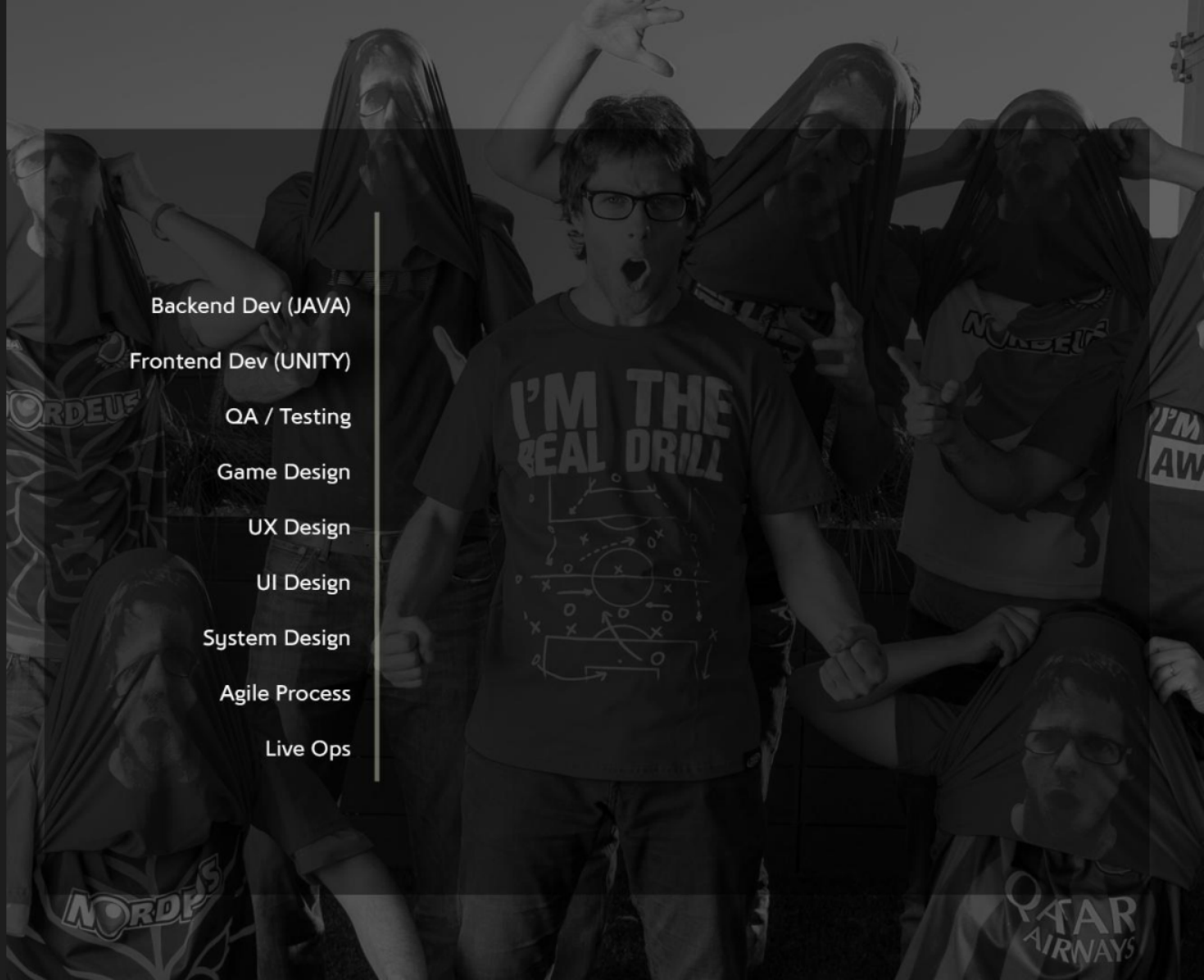
COMPETENCY MATRIX

Awareness
Alignment
Responsibility



COMPETENCY MATRIX

Awareness
Alignment
Responsibility

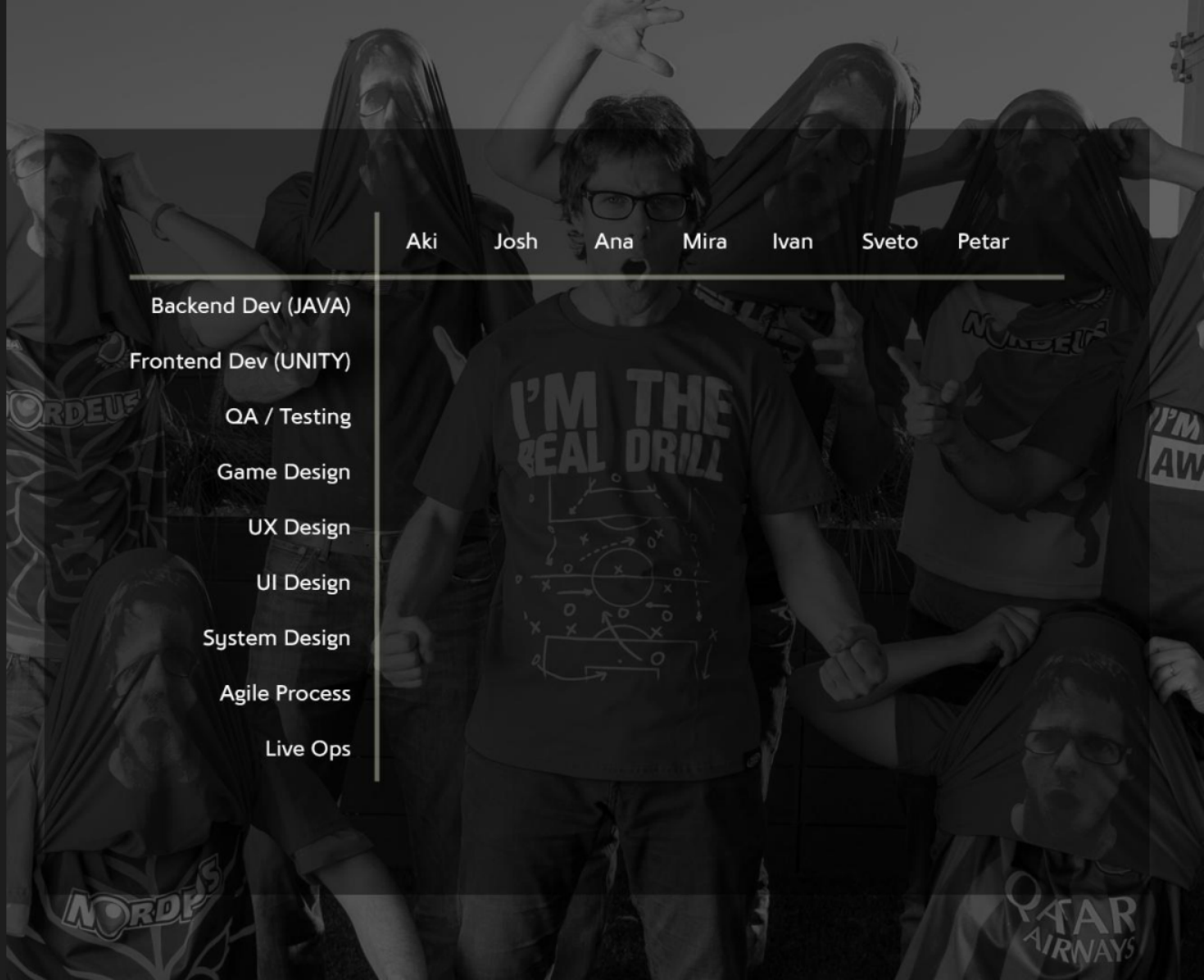


Backend Dev (JAVA)
Frontend Dev (UNITY)
QA / Testing
Game Design
UX Design
UI Design
System Design
Agile Process
Live Ops

COMPETENCY MATRIX

Awareness
Alignment
Responsibility

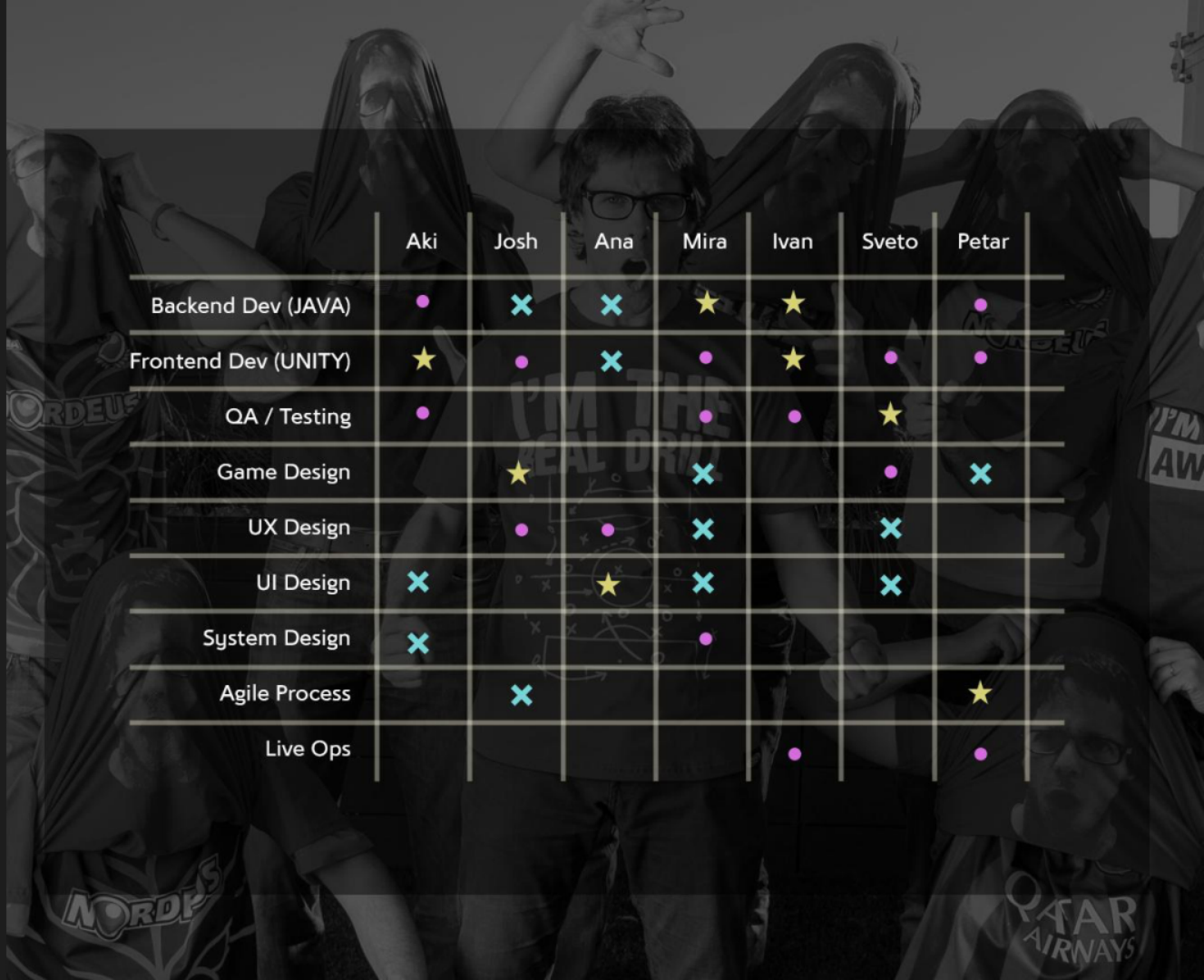
	Aki	Josh	Ana	Mira	Ivan	Sveto	Petar
Backend Dev (JAVA)							
Frontend Dev (UNITY)							
QA / Testing							
Game Design							
UX Design							
UI Design							
System Design							
Agile Process							
Live Ops							



HONEYMOON

COMPETENCY MATRIX

Awareness
Alignment
Responsibility

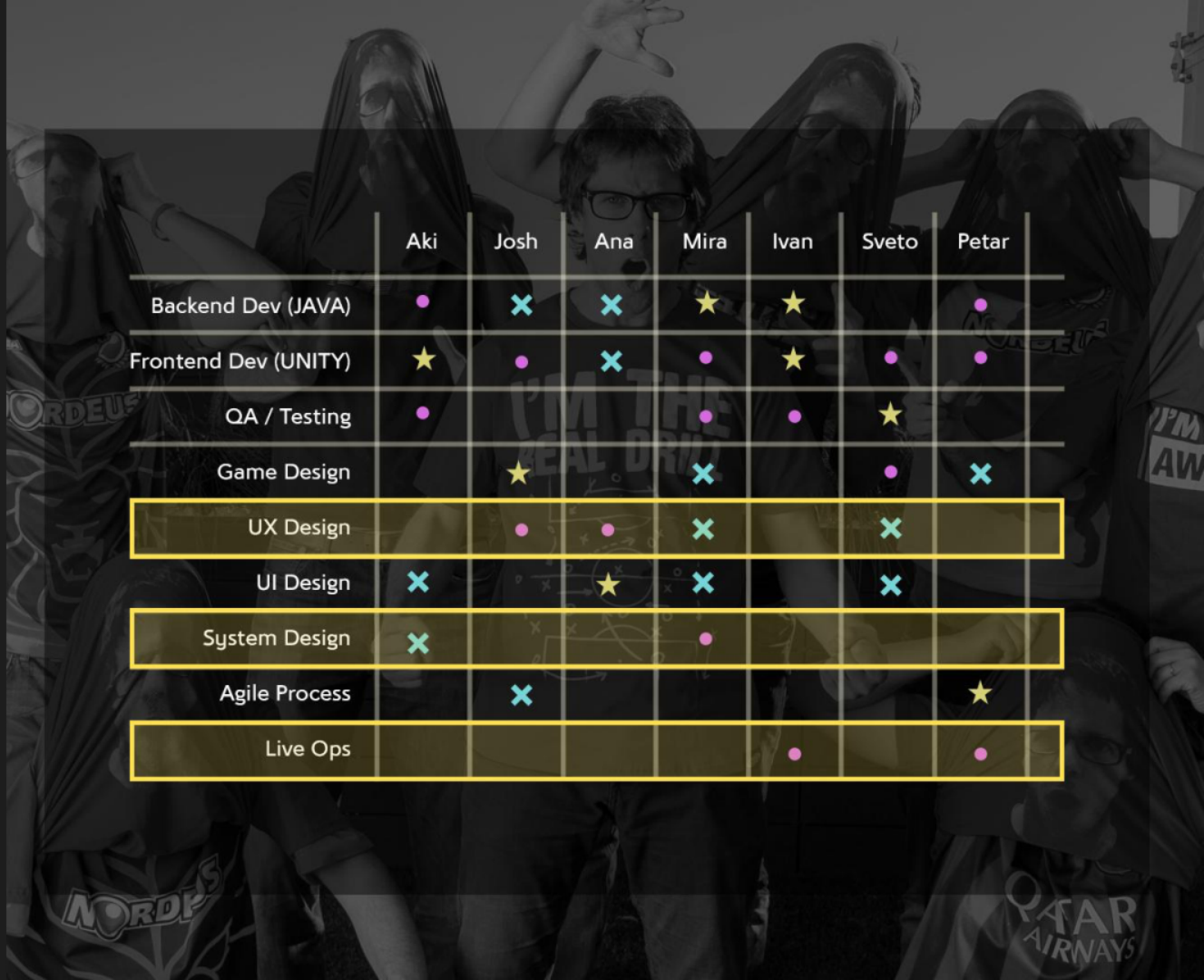


	Aki	Josh	Ana	Mira	Ivan	Sveto	Petar
Backend Dev (JAVA)	●	✕	✕	★	★		●
Frontend Dev (UNITY)	★	●	✕	●	★	●	●
QA / Testing	●			●	●	★	
Game Design		★		✕		●	✕
UX Design		●	●	✕		✕	
UI Design	✕		★	✕		✕	
System Design	✕			●			
Agile Process		✕					★
Live Ops					●		●

HONEYMOON

COMPETENCY MATRIX

Awareness
Alignment
Responsibility



	Aki	Josh	Ana	Mira	Ivan	Sveto	Petar
Backend Dev (JAVA)	●	✕	✕	★	★		●
Frontend Dev (UNITY)	★	●	✕	●	★	●	●
QA / Testing	●			●	●	★	
Game Design		★		✕		●	✕
UX Design		●	●	✕		✕	
UI Design	✕		★	✕		✕	
System Design	✕			●			
Agile Process		✕					★
Live Ops					●		●

MARKET OF SKILLS

COMPETENCY MATRIX



STORMING

DIFFERENCES IN WORK STYLE.
PERSONALITY CONFLICTS.
YES, BUT... MENTALITY.

STORMING

01

DIFFERENCES IN WORK STYLES



TEAM AGREEMENTS

PROCESSES TO CREATE A CULTURE



守 破 離

SHU - HA - RI

02

PERSONALITY CONFLICTS

LETTING GO

03

YES,
BUUUT...



DO PROPER
BRAINSTORMING.

MAKING A
DECISION



NORMING

THE FIVE
DYSFUNCTIONS
OF A TEAM

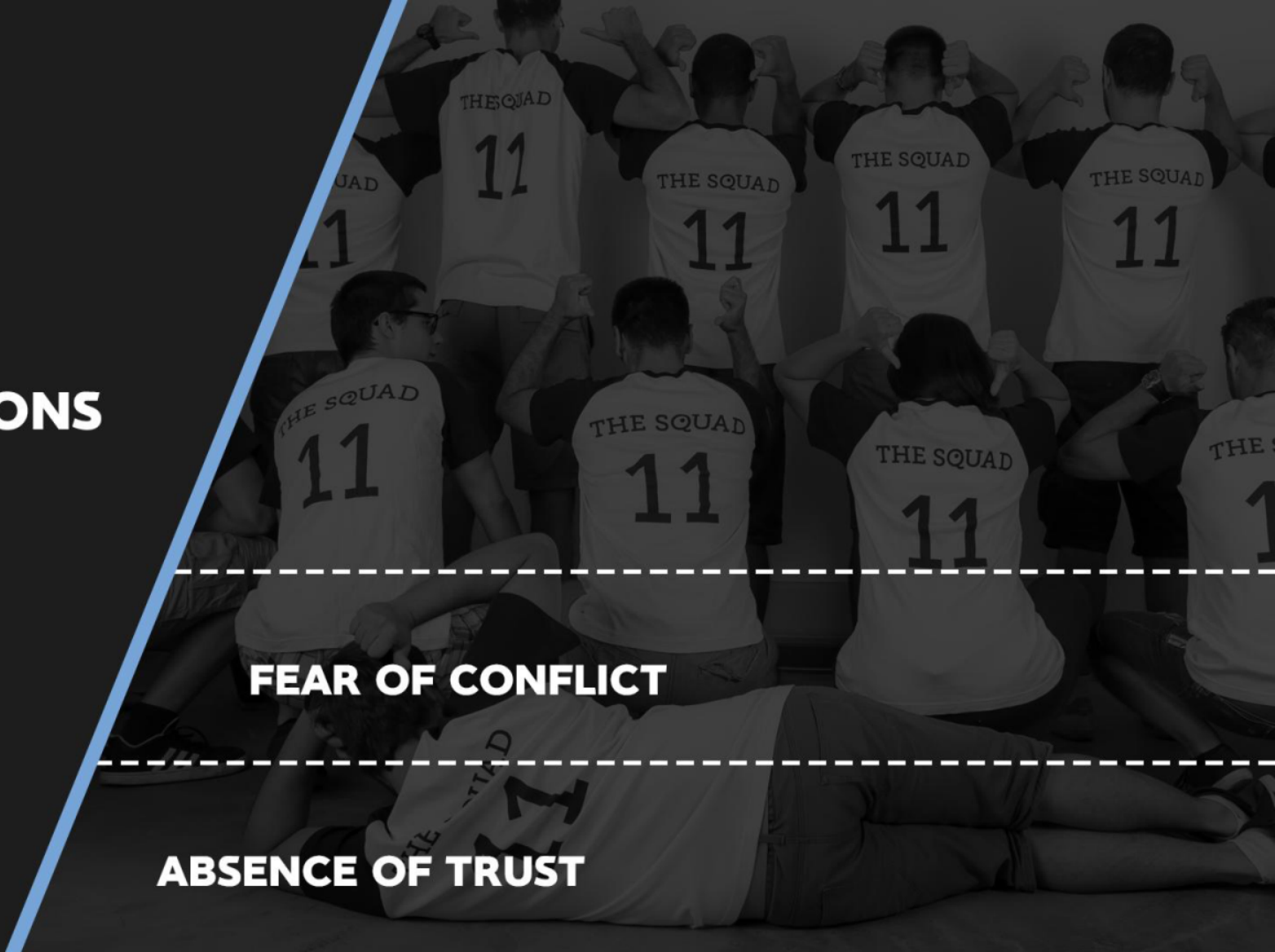
THE FIVE DYSFUNCTIONS OF A TEAM



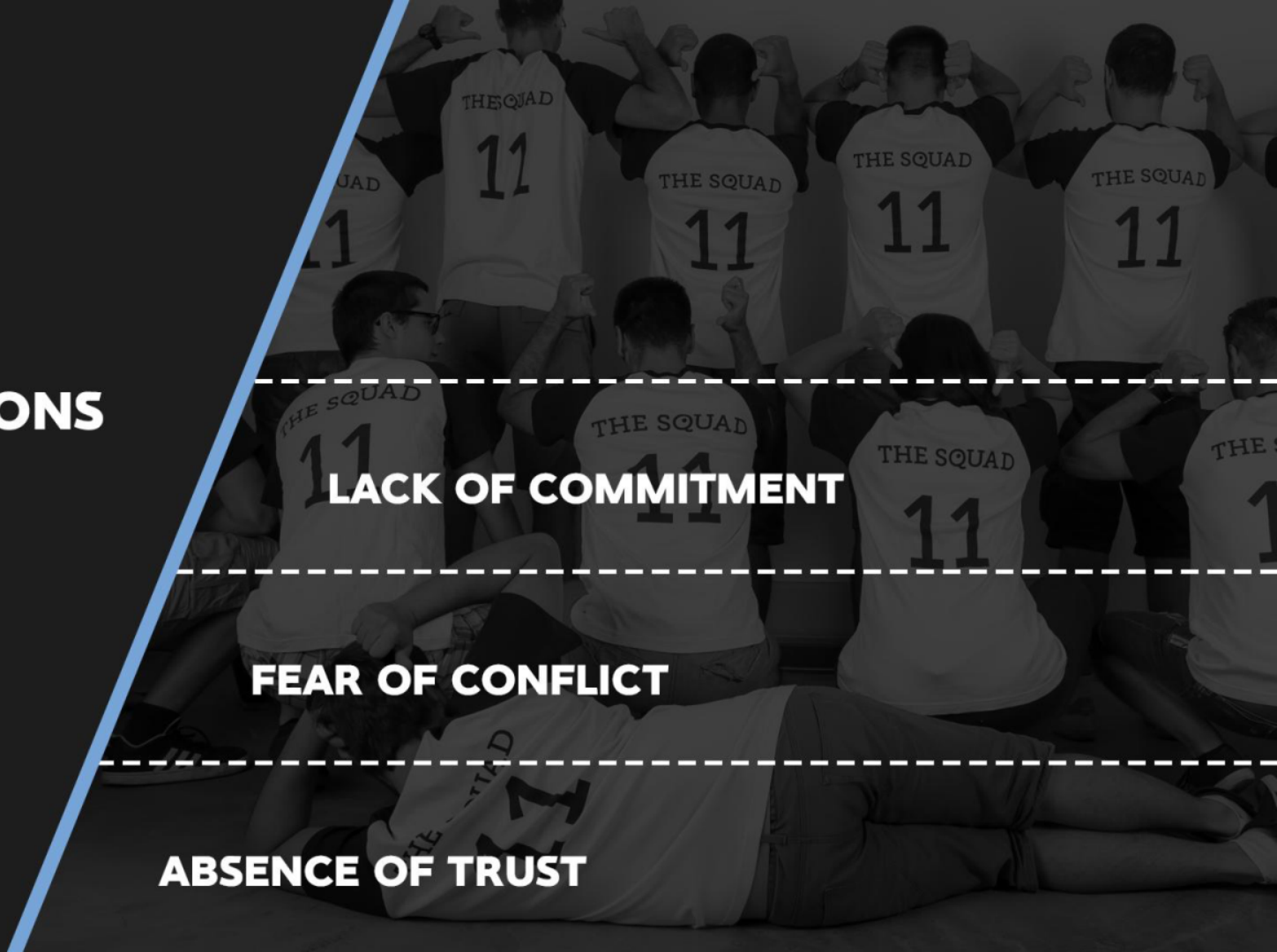
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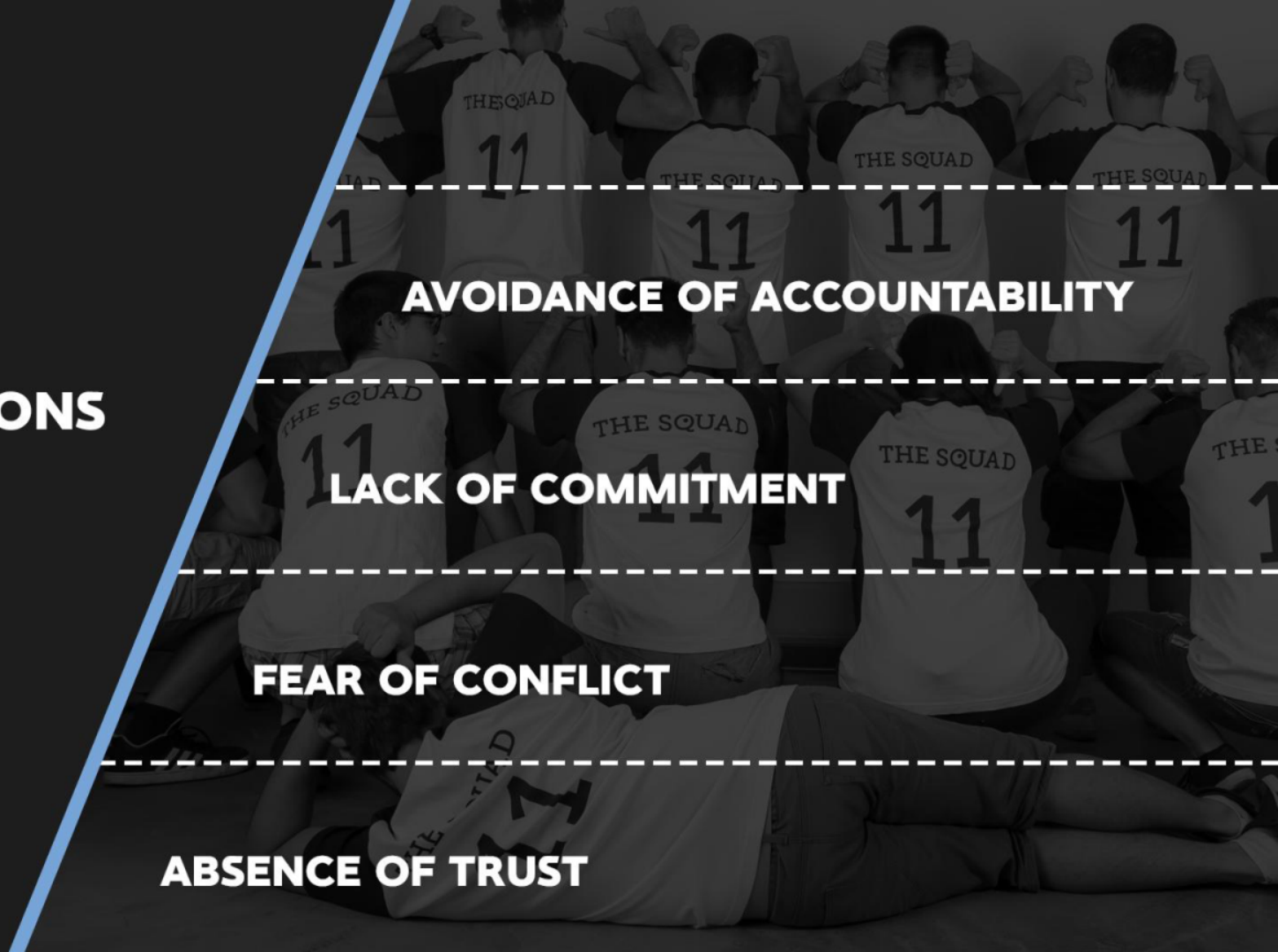
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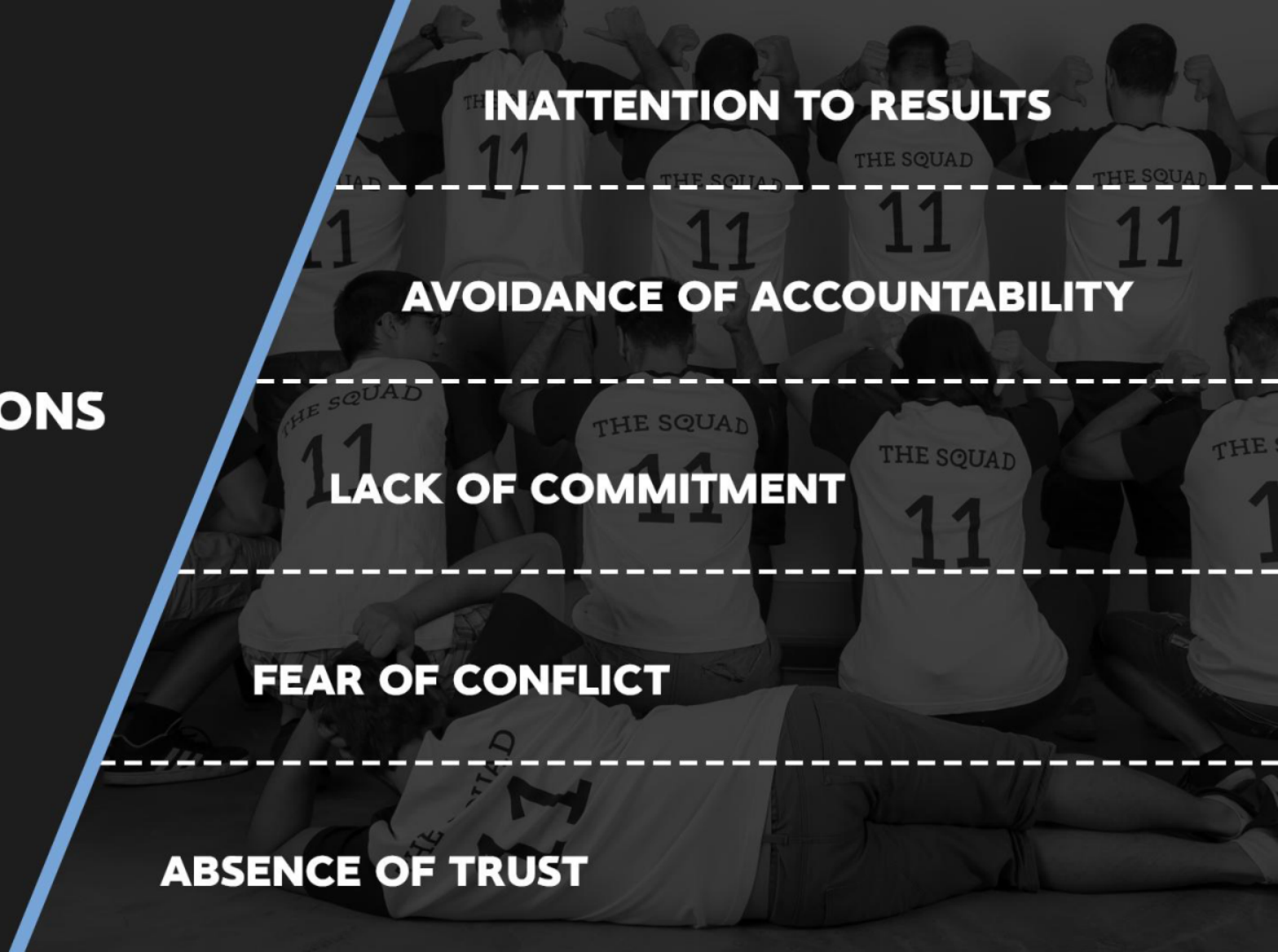
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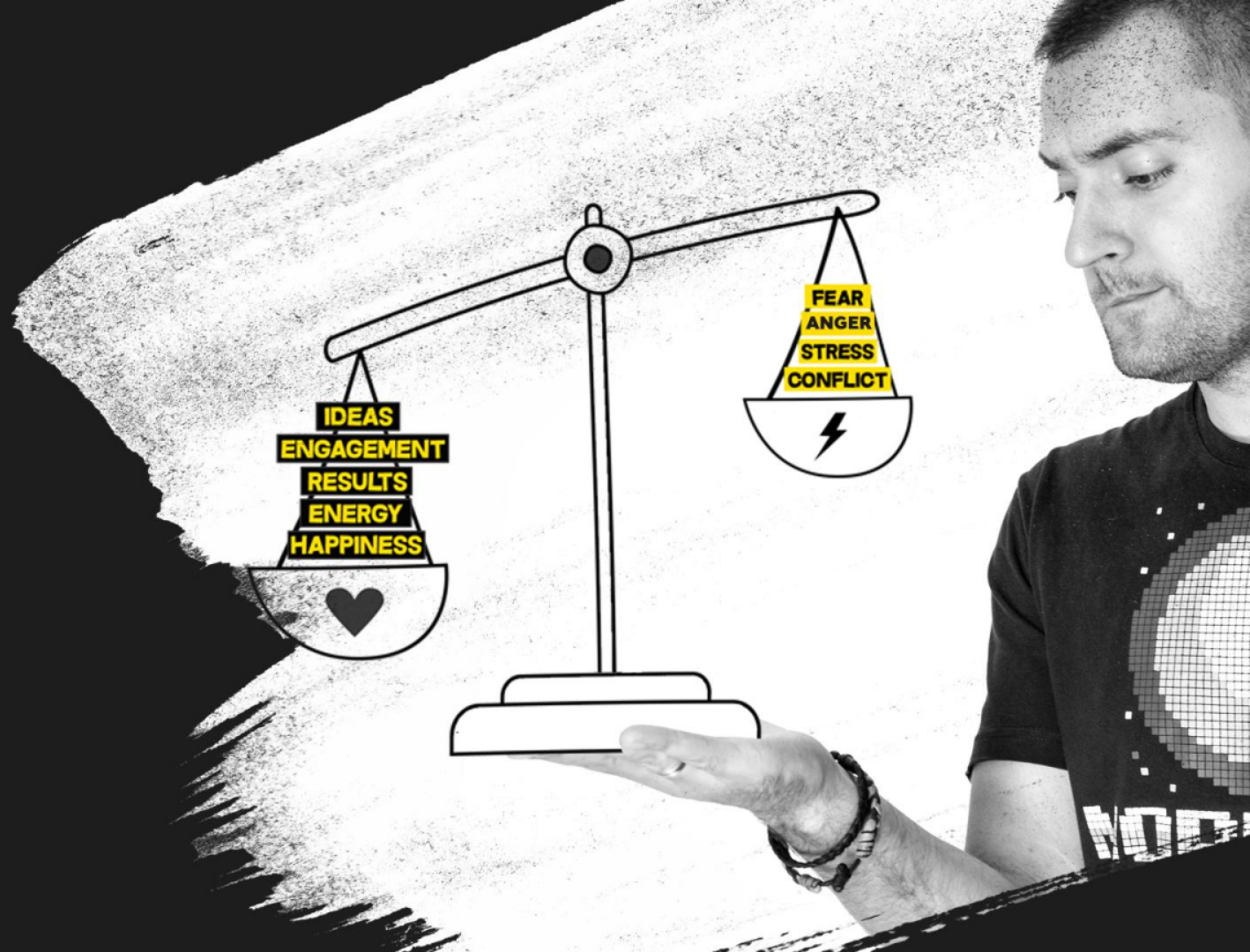
THE FIVE DYSFUNCTIONS OF A TEAM



THE FIVE DYSFUNCTIONS OF A TEAM



GOOD INNER WORK LIFE





PERFORMING

SCALING
EFFECTIVELY

HOW DO WE KNOW?

PEOPLE ARE HAPPY!

TEAM VELOCITY



RELEASE FREQUENCY

SCALING

TEAM OF TEAMS


A TEAM
IS LIKE A
PLANT!

THANK YOU!

Q&A

REFERENCES

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